

Chapter 12

EDUCATION AND TRAINING

	Article
Background	12-1
Responsibilities	12-2
Scope	12-3
Medical Corps Programs	12-4
Dental Corps Programs	12-5
Medical Service Corps Programs	12-6
Nurse Corps Programs	12-7
Medical Department Enlisted Programs	12-8
Armed Forces Health Professions Scholarship Programs	12-9
Operational Medicine Programs	12-10

12-1. Background

(1) The authority and responsibility for the professional education and training of Medical Department military personnel are vested in the Bureau of Medicine and Surgery by BUPERSMAN 6620100.

(2) The fundamental policy of the Bureau of Medicine and Surgery is to encourage and support education and training activities directed toward the acquisition, maintenance, and improvement of the qualifications and skill levels of all Navy Medical Department personnel.

12-2. Responsibilities

(1) By direction of the Chief of Naval Operations, the Naval Health Sciences Education and Training Command was established and charged with the mission to, under the immediate direction of the Chief, Bureau of Medicine and Surgery, implement policy and exercise control, administration, and management of health sciences education and clinical investigation training programs for the Department of the Navy; develop plans, objectives, priorities, organization, procedures, and standards to meet education and training requirements; establish, evaluate, and maintain optimal health sciences educational and training programs that will ensure maximal responsiveness to the operational and professional needs of the service; and provide budgetary support for the training activities and programs of the Medical Department of the Navy.

12-3. Scope

(1) Medical Department education and training programs shall be organized to effectively support Navy, Marine Corps, and Medical Department missions.

(2) Medical Department education and training shall be conducted in support of validated requirements for undergraduate, postgraduate, doctoral, and continuing education and functional training.

12-4. Medical Corps Programs

(1) Indoctrination

(a) All newly appointed Medical Corps officers, except those who have received indoctrination training prior to reporting for active duty, will be ordered to designated medical facilities for basic indoctrination.

(b) The purpose of this course is to provide officers with a basic orientation to the Navy Medical Department, the role of the naval officer, and Navy regulations and administrative practices.

(2) Graduate Medical Education

(a) The Navy offers 33 inservice training programs in eight teaching medical centers. Four are multispecialty and four are family practice training hospitals:

Multispecialty

NNMC, Bethesda, MD

NRMC, Oakland, CA

NRMC, Portsmouth, VA

NRMC, San Diego, CA

Family Practice

NRMC, Charleston, SC
 NRMC, Camp Pendleton, CA
 NRMC, Jacksonville, FL
 NARMC, Pensacola, FL

(b) A limited number of full-time outservice training positions in civilian institutions are sponsored by the Navy for those specialties and subspecialties for which no Navy or other military conducted program is available and for which there is a clearly defined Navy Medical Department requirement.

(c) All applications for training are to be submitted in accordance with the current BUMED INST 1520.10 series, as outlined in the current BUMED Notice 1520. Applications are reviewed annually at the Surgeon General's Specialties Advisory Conference. Each specialty committee makes recommendations for selection concerning its appropriate specialty to the Chief, Bureau of Medicine and Surgery, who has final approval authority.

*(3) Special Operational Training.—**(a) Aerospace/Undersea Medicine.—*

(1) Aerospace medicine training is conducted at the Naval Aerospace Medical Institute in Pensacola, FL. Three classes are convened each year. Flight surgeon training is a 6-month course in which the first phase provides training and experience in special problem areas created by the environmental stress placed on aviators. The second phase consists of 6 weeks of ground school and basic flight training, up to and including solo flight.

(2) Courses of instruction for undersea medical officers, of approximately 6 months duration, are convened twice yearly at the Naval Undersea Medical Institute, Naval Submarine Medical Center, Groton, CT. The curriculum includes diving, submarine, and nuclear medicine.

(3) Unless the needs of the service otherwise dictate, the graduates in aerospace medicine or undersea medicine will serve in an operational duty assignment for a period of 2 years following completion of the course.

(4) All applications are to be submitted in accordance with the current BUMEDINST 1520.10 series as outlined in the current BUMED Notice 1520.

(b) Gorgas Course: "Medicine in the Tropics".—

(1) In support of contingency training, the Navy sponsors a 6-week course, "Medicine in the Tropics," at the Gorgas Memorial Laboratory in Panama. This course provides an excellent opportunity for selected medical officers to gain first-hand exposure to the management of infectious diseases and related illnesses which are associated with operations in tropical and subtropical areas of the world. This course convenes four times per year.

(2) Nominations are solicited from residency programs at the Navy's eight teaching hospitals.

(3) All nominations are submitted to the Naval Health Sciences Education and Training Command and forwarded to the course director for final selection of course attendees.

(4) Continuing Medical Education.—

(a) With the rapid changes in the technology, administration, and delivery of health care, continuing medical education (CME) is important for the maintenance of professional competence and performance.

(b) Attendance at short courses, workshops, seminars, symposia, and professional meetings is a valuable means for Medical corps officers to achieve professional growth and acquire new knowledge and skills.

(c) All Medical Corps officers are encouraged to participate in appropriate professional health related continuing education experiences. To the extent that available appropriate funds will permit, it is desirable that all Medical Corps officers on active duty be authorized to attend at least one continuing education experience or professional conference per year on a temporary additional duty basis. Those medical officers outside the contiguous United States are not usually funded for annual continuing medical education endeavors. All requests for funding should be submitted in accordance with the current BUMED INST 4651.1 series. Bureau of Medicine and Surgery funded activities have the responsibility to program and budget funds to support these endeavors.

(d) The Naval Health Sciences Education and Training Command has approval from the American Medical Association to review naval continuing medical education programs for Category I AMA credit. All requests for accreditation should follow the criteria outlined in the AMA Physician's Recognition Award Handbook.

(5) Medical Corps Professional Certification Examinations.—

(a) To promote and ensure quality medical care in the Navy, and contingent upon the availability of appropriated funds, qualified Medical Corps officers will be sponsored for participation in appropriate professional examinations for board certification which may be required by the Bureau of Medicine and Surgery to meet the needs of the Medical Department. Those examinations considered to be a basic requirement for commissioning in the Medical Corps will not normally be funded, i.e., National Boards, FLEX, and State licensure.

(b) All requests for funding should be submitted in accordance with the current BUMEDINST 1500.4 series.

(c) Recertification examinations will normally be funded only for career officers whose specialties require recertification. Those physicians who desire to voluntarily recertify may request funding of these efforts in lieu of their annual continuing medical education experiences.

Recertification will entail a non-cumulative, one-year service obligation.

(6) *Clinical Investigation Program.*—

(a) Clinical investigation, as outlined in the current BUMEDINST 6000.4 series, is an essential component of optimum medical care and medical education in the Navy, which embraces the organized inquiry into clinical health care problems. The clinical investigation program is organized to meet the following objectives:

(1) To achieve continuous improvement in the quality of patient care.

(2) To provide experience in the mental discipline of clinical investigation.

(3) To maintain an atmosphere of inquiry consistent with the dynamic nature of the health sciences.

(4) To maintain the high professional standing and accreditation of advanced health education programs.

(b) Currently, there are four major clinical investigation centers: the National Naval Medical Center, Bethesda, and the Naval Regional Medical Centers, Portsmouth, San Diego, and Oakland. Each unit is under the direction of a Chief, Clinical Investigation Center, who is responsible to the commanding officer of the respective medical center. All clinical investigation protocols must be submitted to the Naval Health Sciences Education and Training command via a clinical investigation center in accordance with the current BUMEDINST 6000.4 series.

(7) *Physician's Assistant Programs.*—

(a) *Continuing Education.*—Warrant officer physician's assistants are encouraged to participate in appropriate professional health related continuing education experiences. Requests for funding should be submitted in accordance with the current BUMED INST 4651.1 series. Bureau of Medicine and Surgery funded activities have the responsibility to program and budget funds in support of these endeavors.

(b) *Licensure and Certification.*—After the completion of their phase II clinical internship and contingent upon the availability of appropriated funds, qualified warrant officer physician's assistants will be sponsored for participation in their physician's assistant certification examination.

(c) *Part-Time Outservice Training.*—Warrant officer physician's assistants may apply for financial assistance in accordance with the current BUMED INST 1500.7 series for courses related to their professional development.

12-5. Dental Corps Programs

(1) See Chapter 6, Dental Corps, Section XVI, Dental Officer Training.

12-6. Medical Service Corps Programs

(1) *Basic.*—

(a) The qualification standards for appointment in the Medical Service Corps establish a presumption that each appointee is qualified to embark on a career in the Corps and to perform the general duties required of a junior officer.

(b) Either before or immediately subsequent to commissioning, Medical Service Corps officers should undergo basic orientation and indoctrination. The objective of this training is to orient them in naval customs, traditions, and regulations, and to develop skills in naval leadership, administration, and related subjects.

(2) *Operational.*—

(a) Upon completion of the basic indoctrination course and assignment to a field or headquarters activity, continued instruction of Medical Service Corps officers becomes a command responsibility. Within each command, a senior Medical Service Corps officer will be designated to establish, coordinate, and maintain an organized training program for Medical Service Corps officers. That officer will instruct junior officers in their duties and responsibilities and will familiarize them with the mission, responsibility, and scope of the command. Organized instruction on pertinent military and Medical Department subjects is vital to the success of the program. The broadening of mental outlook and resultant increase in professional knowledge will enable the officers to better fulfill the requirements and responsibilities of higher grade.

(b) Experience acquired through an officer's dedicated performance of duty, coupled with progressive assignments involving greater responsibilities, is most significant to professional development. Concurrently, participation in part-time academic courses taken either by correspondence or in person during off-duty hours is encouraged. Courses offered by civilian educational institutions, when of service benefit, can in part be underwritten financially under the terms of current Naval Military Personnel Command and Bureau of Medicine and Surgery instructions. Further, attendance at professional and scientific meetings, which are held in most locales, provides an effective means whereby an officer may keep abreast of advancements in personal specialty, and is strongly encouraged.

(c) Each officer has a major share in career management and planning. The primary responsibility concerning military character and professional competence similarly lies with the individual officer.

(3) *Full-Time Training.*—

(a) A formal training program for Medical Service Corps officers, encompassing full-time academic training in service and civilian

institutions, is administered by the Bureau. The general objectives are:

(1) To provide for the manning of every billet by an officer of appropriate qualifications in order that the maximum effectiveness of each position may be achieved.

(2) To satisfy the normal desire for self-improvement.

(3) To advance the Navy's contribution to the fields in which Medical Service Corps officers serve.

(b) The following are general points of philosophy guiding the administration of the Medical Service Corps full-time training program:

(1) Each training assignment will be governed by a validated requirement and must result in demonstrable benefit to the service.

(2) In each training assignment, the qualifications of the individual to pursue the training and to apply its fruits must be optimum.

(3) Each training assignment must be consistent with the individual's career pattern.

(4) Such resources as are available may be devoted to the training program, but not to the detriment of the continuing fulfillment of the corps' responsibilities in operational billets.

(5) In order that maximum service benefit may be assured, the choice of institutions in which training is to be accomplished and decisions concerning curriculum content are the functions of the Bureau of Medicine and Surgery; due regard is to be given to the wishes of the individual concerned.

(c) The current curricula available, eligibility requirements, and application procedures are set forth in the current BUMEDINST 1520.12 series.

(4) *Continuing Education.*—A variety of continuing education opportunities are available to Medical Service Corps officers of the Regular Navy and reserve officers on extended active duty. To the extent that available appropriated funds will permit, it is desirable that all Medical Service Corps officers on active duty be authorized to attend at least one continuing education short course or conference per year on a temporary additional duty basis. Bureau of Medicine and Surgery funded activities have the responsibility to program and budget funds to support these endeavors. All requests for external funding should be submitted in accordance with the current BUMEDINST 4651.1 series.

(5) *Licensure and Certification.*—Qualified Medical Service Corps officers will be sponsored for participation in appropriate professional examinations for licensure or certification which may be required by the Bureau of Medicine and Surgery to meet the needs of the Medical Department. Those examinations considered to be a basic requirement for commissioning in the Medical Service Corps will not normally be funded. All requests for funding

should be submitted in accordance with the current BUMEDINST 1500.4 series.

(6) *Part-Time Outservice Training.*—Medical Service Corps officers may apply for financial assistance for courses which are an integral part of an accredited program leading to a degree in the professional fields associated with the Medical Service Corps or which would enhance the officer's general capacity to contribute to the naval service. All requests for funding should be submitted in accordance with the current BUMEDINST 1500.7 series.

12-7. Nurse Corps Programs

(1) *Indoctrination.*—

(a) All newly appointed officers of the Nurse Corps should attend the Officer Indoctrination School, Naval Education and Training Center, Newport, RI, prior to reporting to their first duty station.

(b) The purpose of this course is to provide officers with a basic orientation to the naval establishment, the Medical Department, the role of the naval officer, and the development of skills in naval leadership and administration.

(2) *Full-Time Duty Under Instruction.*—

(a) Opportunity to enroll in undergraduate, graduate, and specialty programs on a full-time basis is offered to Nurse Corps officers in accordance with the current BUMEDINST 1520.14 series to satisfy the following objectives:

(1) To fulfill validated requirements of the Nurse Corps.

(2) To ensure an inventory of officers with the technical, scientific, and managerial knowledge necessary to permit effective assignments.

(3) To provide a mechanism for members of the Nurse Corps to continue their professional development through formal academic study.

(b) Officers assigned to full-time duty under instruction must:

(1) Request a course of study in accordance with BUMEDINST 1520.14 series which satisfies an identified requirement.

(2) Be academically qualified, have outstanding performance records, and demonstrate an aptitude for the requested program of study.

(3) Agree to fulfill an active duty commitment based on the length and type of academic program pursued.

(4) Be selected by a professional advisory board convened by the Chief, Bureau of Medicine and Surgery.

(c) The Bureau of Medicine and Surgery retains the right to restrict enrollment to those institutions wherein the maximum benefit from available resources may be realized.

(3) *Continuing Education.*—Since completion of a basic program of study in nursing fulfills only the

minimum requirements for professional practice, the Medical department supports and encourages continuing education for Nurse Corps officers. While the responsibility for continuing one's education remains that of the individual officer, the following resources are available:

(a) *Part-Time Outservice Courses*.—Officers may apply for financial assistance in accordance with the current BUMEDINST 1500.7 series for courses which are an integral part of an accredited program leading to certification, or an undergraduate or graduate degree in a field pertinent to present or future responsibilities as a Nurse Corps officer.

(b) *Short Courses*.—A program of short courses is conducted by Navy Medical Department activities to provide Nurse Corps officers with educational opportunities beyond their basic professional preparation. In addition, attendance at short courses, institutes, seminars, workshops, conferences, and conventions conducted by other Federal services, universities, professional organizations, and civilian agencies is encouraged. Officers may apply for authorization or funded orders from their local commands or the Naval Health Sciences Education and Training Command in accordance with the current BUMEDINST 4651.1 series.

(c) *Continuing Education Approval and Recognition Program (CEARP)*.—The Naval Health Sciences Education and Training Command is accredited by the American Nurses' Association as a provider and approver of continuing education for nurses. This is intended to provide:

(1) A mechanism whereby courses developed by Navy Medical Department activities and independent study can be evaluated and approved for continuing education credit.

(2) Maximum transferability and recognition of continuing education credits earned by Nurse Corps officers.

(d) *Inservice Education*.—Ongoing inservice education programs are conducted by local commands for all nursing service personnel to validate competence, to provide competency training, and to update knowledge of techniques, procedures, and policies. The needs identified by the staff or the institution will determine the courses included in these programs.

12-8. Medical Department Enlisted Programs

(1) *General*.—The Chief, Bureau of Medicine and Surgery is responsible for all training of Medical Department enlisted personnel except general military training which is under the cognizance of the Chief of Naval Education and Training. Training quotas are established annually and reviewed quarterly to ensure that billet revisions authorized by the Chief of Naval Operations are properly reflected in

the training plan. Training quotas represent the number of students required to staff authorized billets at 100 percent and, ideally, should negate the need for on-the-job training in those specialties for which formal training is available. On-the-job training of technicians in specialties for which a formal program exists reduces the number of general service personnel available to meet other authorized requirements; hence, it is authorized only as outlined in the BUMEDINST 1510.10 series. Training consists of class "A" basic schools, formal training programs for technicians taught in class "C" schools, inservice training, part-time outservice training, and continuing education/professional update training.

(2) *Class "A" Basic Schools*.—The mission of class "A" basic schools is to instruct and train Medical Department enlisted personnel in basic subjects and procedures necessary to qualify them for general duties normally required of enlisted personnel during their first enlistment in the naval service. Class "A" school is mandatory for all such personnel first reporting to active duty if comparable training has not previously been completed. This school, together with the subsequent inservice training which they will receive, is designed to prepare all Medical Department enlisted personnel for advancement in rate through third class petty officer. Upon completion of a class "A" school appropriate entries shall be made in the individual's service record and a training certificate issued.

(3) *Formal Inservice Training, Class "C" Schools*.—Formal training courses for Medical Department enlisted personnel are listed in the NAVEDTRA 10500, Catalog of Navy Training Courses (CANTRAC), which provides data on the purpose, scope, prerequisites, location, and convening dates of the courses. Requests for training should be submitted to the Commander, Naval Military Personnel Command via the Chief, Bureau of Medicine and Surgery (MED 25 for Hospital Corps personnel and MED 41 for dental technicians) using form NAV PERS 1306/7. Selection of candidates for training is a competitive process which includes a comprehensive review of each candidate's potential. Candidates should consider the career pathways for Medical Department personnel when applying for training (BUMEDINST 1510.10 series). Personnel volunteering for duty with the Fleet Marine Force may do so by requesting assignment to a field medical service school. Personnel earning an NEC as a result of formal training will be designated in the Naval Manpower Information System automatically through the Navy Integrated Training Resources and Administration System or by the Bureau of Medicine and Surgery, if indicated, in accordance with NAV PERS 18068D, Section II, Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards. If selected for class "C"

training, candidates are usually ordered to duty under instruction at the time of sea or shore rotation. Upon successful completion of technical training a Certificate of Special Instruction will be issued and appropriate entries made in the service record.

(4) *Inservice Training.*—The inservice training program, including lesson plans and on-the-job training guides, shall be developed utilizing the occupational requirements established in NAVPERS 18068D, Section I, Navy Enlisted Occupational Standards for each pay grade in Occupational Field 14, Health Care. The inservice training program for each rate should be developed locally and monitored by the education and training officer to determine that instruction, both formal and on-the-job, is being assimilated by the trainee. Periodic examinations should be administered and the results incorporated into recommendations for advancement. Commanding officers shall designate an officer of the Medical Department, or the Medical Department representative, as the education and training officer for this program. That individual shall be directly responsible to the commanding officer for the development, organization, administration, and direct supervision of the inservice program, and shall consult with the commanding officer on a regular basis concerning the status, success, and requirements of the program. An officer of the Nurse Corps, if available, should be appointed to assist the education and training officer in the development, implementation, and supervision of all phases of the inservice training program devoted to nursing subjects. BUMEDINST 1510.8 series provides a guideline for development and implementation of the inservice program.

(5) *Part-Time Outservice Training.*—The Bureau of Medicine and Surgery encourages Medical Department personnel to take advantage of part-time outservice training in accredited civilian institutions and will authorize tuition aid, provided funds are available, for courses directly related to areas of Medical Department responsibility. Such areas are considered to be physical, chemical, clinical, biological, and socio-psychological sciences and the fields of Medical Department administration. Consideration will also be given to requests for other courses if they are a necessary part (required credits or prerequisites to desired courses) of a fully planned program leading to a degree or certificate which will enable the applicant to assume increased responsibility or to function more effectively. Accredited institutions of higher education are those listed in the latest U.S. Office of Education's Educational Directory, Part III, Higher Education. Certain high school and college courses may be considered as accredited at the discretion of the Naval Health Sciences Education and Training Command, Bethesda, MD. To be eligible to participate, personnel must be members of the Medical Department on active duty, either in the Regular Navy or the Naval Reserve. Medical Department

enlisted personnel must have 1 year of obligated service remaining following completion of the most recent course for which funding was received. Information concerning requirements and administrative procedures for the part-time outservice training program are contained in BUMEDINST 1500.7 series.

(6) *Continuing Education and Professional Update Training.*—Medical Department personnel may be sponsored by their local command or, to the extent funding is available, the Naval Health Sciences Education and Training Command, to attend health related continuing education activities, conferences, and professional meetings. BUMEDINST 4651.1 series provides guidance for application and funding procedures.

12-9. Armed Forces Health Professions Scholarship Program

(1) *Authority and Purpose.*—The Armed Forces Health Professions Scholarship Program (AFHPSP) was established through the enactment of the Uniformed Services Health Professions Revitalization Act of 1972 (Public Law 92-426) for the purpose of obtaining adequate numbers of commissioned officers on active duty who are qualified in the various health professions.

(2) *Scope.*—The AFHPSP provides a participant with the following financial support:

- (a) Full payment of tuition and required fees.
- (b) Full reimbursement of expenses incurred in the purchase of required textbooks and equipment items.
- (c) Payment of a monthly stipend for 10.5 months per year.
- (d) Forty five days annual active duty for training in pay grade O-1 during each year of program participation.

(3) *Service Requirement.*—

(a) The obligated service required for participation in the AFHPSP shall be as directed in DOD Directive 1215.14 (enclosed in SECNAVINST 1520.8 series). It shall, however, never be less than a minimum of 1 year of active service for each year of financial support.

(b) SECNAVINST 1520.8 series provides policy on release from the service requirement and procedures for entrance onto active duty.

(4) *Eligibility Requirement.*—

(a) A candidate must be enrolled in or accepted into an approved school of the health profession concerned, in the United States or Puerto Rico.

(b) A candidate must be a citizen of the United States.

(c) A candidate must meet the requirements of appointment as a commissioned officer.

(d) A candidate must meet the age requirements set forth in BUPERSMAN 1020100. In

particularly worthy cases, waiver may be granted by the Commander, Naval Military Personnel Command.

(5) *Responsibilities.*—

(a) DOD Directive 1215.14 places the responsibility for the implementation of the Navy's portion of the AFHPSP upon the Secretary of the Navy.

(b) SECNAVINST 1520.8 series implements DOD Directive 1215.14 and places the responsibility for the administration and management of the AFHPSP (Navy) with the Chief, Bureau of Medicine and Surgery.

(c) BUMEDINST 1520.21 series directs the Commanding Officer, Naval Health Sciences Education and Training Command to assume responsibility for the preparation of budget and accounting data applicable to the AFHPSP; to assume command responsibility for student officers while in an inactive duty status and to issue annual active duty for training orders; and to review and approve claims for reimbursement submitted by students and invoices submitted by accredited civilian institutions for payment of required tuition and fees for students in the program.

12-10. Operational Medicine Programs

(1) The Operational Medicine Department of the Naval Health Sciences Education and Training Com-

mand acts as the central focus for coordinating the implementation of operational medicine training programs for officers and enlisted personnel of the Medical Department. HSETC is charged with identifying requirements in operational medicine to include both primary and continuing education and training.

(2) A number of programs are designed to provide personnel who are anticipating operational tours of duty with the knowledge and skills necessary to perform effectively in the fleet and field environment. Other programs are developed to provide updated information and to facilitate the learning of new skills for personnel currently assigned to tours of duty in the operational arena. The majority of education and training programs are evolved to incorporate actual practical experience requirements.

(3) All education and training programs are continuously evaluated and modified by consultants in various fields of operational medicine training. Consequently, programs are tailored to meet the specifically identified needs of the operational environment and to meet the requirement for providing medical training that is in accordance with advances in military training and the overall mission of combat readiness.

(4) Specific course availability is promulgated by means of official directives.